



Wyoming Workforce Development Council Meeting Summary

May 3-4, 2017

Casper College, Casper, Wyoming

Council Members Present

Jim D. Engel, Chairman	John Cox	Scott L. Norris
Leonard Scoleri, Vice Chairman	Ray Fleming Dinneen	Ron Van Voast
Jim Rose	Kevin Kershnik	Shannon Buller
Michael Von Flatern	Sid Gressette	Cathy Connolly
Fabian Lobera	Rocky Anderson	Del McOmie
Shawn Reese	Keith Zabka	
Gary New	Stacy Strasster	

Council Members Absent

Governor Matthew H. Mead	Randal Six	Tom Forslund
John Walsh	Larry Barttelbort	Felix Carrizales
Katie Legerski	Mark Madsen	Jillian Balow

Council Members Designees Present

Laurel Ballard	John Ysebaert	Andi Barker
Noelle Reed		

Others Present:

Carrie Gomez, CAEDA; Sandy Myers, Northwest College; Tony Glover, DWS; Tom Gallagher, DWS; Carmalee Rose, DWS; Diane McQueen, Eastern Wyoming College; Chelse DePaolo-Lara, Adult Learning Center, Casper College; Marcia Hess, Wyoming Community College Commission; Erin Moore, Gannett Peak; Kari Walker, DWS; Michael Griffin, DWS; Tobi Cates, DWS; Hayley McKee, DWS; Laurie Knowlton, DWS.

Call to Order Welcome and Introductions

Jim Engel, WWDC Chairman, called the meeting to order at 1:05 p.m. and welcomed all in attendance. All present introduced themselves.

Approval of Agenda

Senator Michael Von Flatern moved to approve the agenda and Leonard Scoleri seconded. Motion carried.

Approval of January Minutes

Rocky Anderson moved to approve the January minutes. Shannon Buller seconded the motion and it carried.

Approval of April 4 Minutes

Keith Zabka moved to approve the April 4 minutes. Kevin Kershnik seconded the motion and it carried.



Approval of April 6 Minutes

Keith Zabka moved to approve the April 6 minutes. Ray Fleming Dinneen seconded the motion and it carried.

Board Technical Assistance

Susan Duffin provided the presentation contained in the WWDC's meeting book.

Leonard Scoleri moved to adjourn the meeting for the day. Kevin Kershisnik seconded the motion and it carried. Meeting adjourned at 4:27 p.m.

The meeting reconvened at 8:07 a.m. May 3, 2017

Concept brought forward based on discussions from May 2 meeting:

Goals/Vision of WAGs

- Maintain 7 regions
- Regional WAGs reporting to Super or Supplementary WAG or reporting WAG (SWAG). This SWAG will be the contact point much more than the head of the regional WAGs team. Using the term Regional Reporting Committee may work better than SWAG to eliminate hierarchical issues.
- A Representative of Council, a representative from the Department, and an individual from the Community College – (SAC) – Compile SWAG information and report to the Council.
- Mr. Reese - Council will give direction to identify industry and value-added industry; Tech, Trades, Value-Added Resources, and Healthcare. Give WAGs ideas of the different business types within those categories. Break down into some easy wins for WAGs to gain some success and lead to next steps.
- Define Sectors existing now and change, organize or add as needed. There is currently no need for Career Pathways Committee until the WAGs get clearly defined so that there is a clear path for the Career Pathways Committee.
- Will have technical assistance and user-friendly reporting component, giving the WAGs some early easily-achievable goals to get the process started.
- Delivery from Council to WAGs of best practices to be implemented.
- Having WIOA core members at the table; center managers; community college representative; Business Council Regional Manager would eliminate some of the perception of authority to that SWAG.
- Gives direction and focus; relieves the Council and some of the subcommittees from having this huge task and also gives WAGs buy-in.
- Today's task will be to go through sectors, establish some direction some 2-wk accomplishable goals for the WAGs to begin with.

Ms. Duffin shared that she felt that the work that has already been done in the State of Wyoming will give everyone a sense of ownership and that some brilliant solutions have been shared that will give everyone direction and validation going forward.



Alignment: Of Education with Employment & Earnings; Of Labor Market Areas with BLS Statistical Sample Frames

Tom Gallagher summarized the goals and tasks of the Research and Planning group around areas of integrating data and statistics and provide a perspective, not a prescription for success in guiding the State through overcoming barriers of employer and worker needs and achieving the goals set by the government by statute through WIOA and evidence-based public policy, the local Workforce Centers and the desires of the WWDC, the Business Council, local industries, workers and community members.

Tony Glover recommended reading the documentation regarding preparation of the data. He presented a Tableau graphic focused on one portion of the Healthcare industry focusing on Nursing and Pharmacy.

WIOA Compliance and Finance

WDTF Funding Limits

Mr. Zabka proposed WDTF funding caps for the Business Training Grants for businesses of \$10,000 per month and \$50,000 per year.

Ms. Rose stated that the Business Training Grants have been in very high demand and now that funding has been limited in the last few years, efforts have been made to spread out the funds to a more diverse group of applicants instead of a few businesses having the ability to monopolize the majority of the Fund's monthly allotment that has been established.

Will there be exceptions based on strategic planning that may use occasional rather than regular use of the Training Fund.

Mr. Cox gave some history on the basis for establishing some funding limitations, based on a dominance of use by a few savvy employers to perhaps depend too much on the supplementation of their annual training budget through the Business Training Grants, and to provide more access to a more diverse group of businesses and industries because of restricted funding during these tough economic times. The future focus of both grant programs should align more closely with the goals and strategies of the Council and to work more in concert with each other. As the goals and priorities of the Council are refined, the objective of the WDTF should be brought into more alignment with those goals and priorities as well. This would be a prioritizing of the Sectors Strategies of the WWDC, while allowing an exception process that can be taken to the Council for consideration.

Mr. Scoleri moved to accept the recommendation; Mr. McOmie seconded the motion, the motion carried.

Action item: Question was asked to research some limits for the Pre-Hire program. Look at the Pre-Hire Training Grants and come up with guidance and limitations on Pre-Hire training program. Mr. Engel moved to move forward on this suggestion; Mr. McOmie seconded the motion; the motion carried.

Employer Performance

Select 2 performance measures to move forward with as a part of this TEG. No recommendations at the present time. Ms. Knowlton noted that the reason this was brought forward is that once there is a recommendation by the Council, the turn-around time will be quite fast and the full Council will need to be polled. Mr. Griffin added that these types of performance measures have not been used before. The Council is to recommend 2 of the 3 performance measures and base data will be collected starting in Program Year 2018 and then these performance measures will need to be negotiated with the DOL as to what goals are achievable and then held accountable for how effectively we are meeting the needs of the employers in the State across all Department programs.

Budget

Ms. Buchanan summarized the current fiscal year budget spending.

Mr. Scoleri moved to accept the budget with adjustments; Mr. Von Flatern seconded the motion; motion carried.

ENDOW

The Council has agreed to fund \$5,000 initial studies with Research and Planning and the Department will also provide \$5,000. Mr. Engel motioned to approve the motion; Mr. Von Flatern seconded the motion; the motion carried.

Department of Workforce Services Updates - Mr. Cox

- WYCAN UI modernization move from the current mainframe to the cloud (and WY will be the first to have the data in the cloud) has employed TCS Consulting Services and the benefits migration effort is on time and under budget. The Department team has been awarded the highest praise from the Feds.
- Outtake of Legislature - DWS will have no further cuts showing that the Legislature has honored the mission of the Department; when there is an economy downturn, our services go on an upturn. May 1 begin new mandates for position count of employees that are 80% or greater generally funded. There are 56 positions in the Department that fall within this limit and any time that any of these positions is vacated, it goes into a free state and has to be justified to be re-filled. Any vacancy will need to go through an appeal process that has yet to be set up by the Governor.
- ENDOW Initiative –next week is the first meeting will be coming and a few of the Council members will be taking part in that effort, including Sen. Von Flatern and Ms. Dineen. Mr. Reese and Mr. Cox are also on the workgroup that will do the first phase to satisfy the statutory act and provide an assessment of the WY State of Affairs. The report is due to the Legislature at the end of August with an “exhaustive assessment of Wyoming’s socio-economic conditions.” (Mr. Reese)
- John Ysebaert was introduced to the Council as the new Deputy Director.

Career Exploration/Coders of the West – Ms. Ballard

The Technology industry in the state is suffering with not having adequate access to students or workforce that have high skill levels and will stay with the job. There is a consistent issue all across the state with how to make those connections much earlier than at the post-secondary level and connecting high school students and post-secondary with industry and provide them with hands-on experiential learning. Also industry needs to know what is going on in K-12 and post-secondary education to start building relationships with the potential workforce pipeline and building bridges between the two. There is also an opportunity to teach employability skills and practices, as well as working in a remote environment between the students in Sheridan and the students in Cheyenne.

There is currently a dearth of K-12 computer science educators in the school system, as the private sector technology jobs pay so much more than the position of computer science teachers do. A computer science teacher in Powell is helping to define and develop what kind of content should be in the intro-level class recommended by the industry partners. This will provide a course guideline for what student support is needed to meet the needs of those industry partners for the immediate needs, not the long-term, at this point.



Innovations Foundation (Reorganization and Annual Meeting)- Mr. Zabka

This has been established as a 501-C3 and would like to raise and use funds to provide some of the things that the normal State agencies are not able to provide.

Chairperson Zabka nominated Mr. Scoleri for the Annual Meeting; seconded by Mr. Engel; motion carried.

Mr. Scoleri conducted the meeting going forward.

Election of Meeting Secretary

Mr. Zabka nominated Mr. Von Voast; the motion was seconded by Sen Von Flatern; motion carried.

Previous minutes reviewed by the Council Chair, Mr. Engel, and he motioned to accept; the motion was seconded by Ms. Fleming Dineen; the motion carried.

Financial Report – Balance of the checking account is \$5,000+change. There have been no disbursements and interest has been accruing. Mr. Engel motioned to accept; seconded by Mr. McOmie; the motion carried.

Council quorum is present at this meeting; 20 of 29 members. Mr. Zabka has discussed the need for some fund-raising events for next year. Mr. Zabka stated that the entire Council needs to assist with this fundraising effort for the Foundation in order to have additional monies to draw from. Conducting a raffle has been discussed in lieu of asking businesses for money.

Mr. Engel suggested developing an elevator speech describing who, what, where, when and why, which is in the brochure done previously.

Nomination of Board Members

Mr. Scoleri nominated Keith Zabka,

Mr. Zabka nominated Ron Van Voast,

Mr. Engel nominated Leonard Scoleri and Del McOmie,

Ms. Fleming Dineen nominated Fabian Lobera.

Mr. Engel motioned to cease nominations and moved to approve the five nominees; Sen Von Flatern seconded the motion; the motion carried

Mr. Engel motioned to adjourn the meeting; Mr. Zabka seconded seconded the motion; the motion carried.

Open Discussion and Public Comment

No comments or discussion

Mr. Scoleri motioned to adjourn the WWDC Meeting at 11:55 a.m. Mr. Kershisnik seconded the motion, and the motion carried.